P 40

G. M. 1916.

128 & 16

SL NO. 14.26.2

Revision of the Estt of the office
of the Govt Gardens of the Lalbagh &

G. R. S. IX-5]

Previous references.

Answered

1916.

( )

File No. 178-16

Serial Nos. 1626-27
28

Later references.

Qn. 178-16 & 31 & 36.

Qn. 136 of 20 (41 of 19 & 20).

GENERAL AND REVENUE SECRETARIAT.

Serial Nos.

Part B for June '17

SUBJECT.

Revision of the Scales of the Office of the Govt. Gardens & the Kalbagh

To the Supdt Govt Gardens
& 17094 dt 23.6.17
Requests to submit fresh proposals
not involving progressive scales.

26.6.17

W D 88—GPB—50,000—24-7-16

G. R. S. 11] 191( ).

GENERAL AND REVENUE SECRETARIAT.

( )

NOTES.

File No.

FILE HEADING.

From

No.	Dated	Received

Diary No.	Enclos.	Spare Copies.	Serial No.

BRIEF ABSTRACT OF LETTER.

NOTES AND ORDERS.

The revision of these Estts forms part of the general scheme of revision of the Estts of the Garden Dept as a whole entrusted by Mr. G. H. Krumbiegel in the year 1913-14. The latter Scheme was ordered in Council on 17.8.16 to be brought up in March 1917.

The present proposals supersede those made by Mr. Krumbiegel

NOTES—First Sheet.

WD 1233—GPB 60,000—1-12-16—S.

Serial No.

The Supdt has submitted a note giving reasons for the proposed revision.

Submitted for orders with a comparative statement embodying (i) the present scale (ii) Scale proposed by Mr. Krumbiegel (iii) Scale proposed to be sanctioned in the general file & (iv) Scale now proposed by the offg Supdt as also the financial effect under the three latter heads.

Recd 22.3.17 VS

For favor of opinion

16.4.17

Branch II)

Subd. 17.4.17

5) The cost of the revising staff of the Lal Bag & other gardens proposed by the offg Supdt in this and the 3 linked files is very small as compared with the permanent saving of Rs 8,640.

6) No special provision has been made for the revising establishment in the provincial Budget for 1917-18.

7) Nor is there any sufficient margin left for increase of expenditure under the major heads Compound in the Imp Hort and Botanical Development - vide page 669 the Budget 17.18 to allow of any large increase of the kind being sanctioned. Unless therefore the Imperial funds are made available for this object by reducing grants in other directions

the

NOTE—Contn. sheet.

577 5

WD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2]

General and Revenue Secretariat.

G. R. File No. 178 of 1916.

Serial No.

Revision which does not seem to be very important but have the benefit to his next year.

H Keay).

18
27.4.17

8) I agree. [In future when department of the Secty send cases like this for financial opinion they should show that money is available under the settlement. The A/s Br will please draw up and circulate a memo to this effect, illustrating how the point should be dealt with.]

M
1/5 18
2/5

Please take an extract of this and make a separate file.
18
2/5

Extract taken
9/5
2/5 5/5/17

V

9) Submitted with a draft as personally directed
Kitto
28/5/17

(10) Issue as draft
28/5/17

(11)
6 [illegible]

27 12) Letter No 1021 8.6.17
Yours The Supt Govt Gardens
with reference to Sl 26 wishes that

27 Agriculture 10576

WD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2]

General and Revenue Secretariat.

Secy File No. 178 of 1916.

Serial No.

under the circumstances that a sum of Rs 11000/- out of the grant of Rs 15000/- provided for 'Improvements' in the Budget may be made available and the improvements will have to be done till next year

(3) Submitted. Three are five cases for orders. Br II may now be consulted

Dhe 11.6.17

(4) Mr Secy to Br II
11/6/17

(5)

In addition to the 11000 referred to in para 3 supra, a further provision of Rs 384 is necessary for laying out a semi circular piece of ground behind the Public office building at Mysore vide Pl. No 2640/16 (Gen 205/16) linked hereto.

(6) The scale of progressive pay proposed for the clerical staff may be kept for review in accordance with the procedure adopted in the Secretariat proposal.

Br V) 18/6/17

(7) Submitted with a draft for approval

Dhe 20.6.17

(8) Issued 21/6/17

NOTE—Contn. sheet.

WD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2]

General and Revenue Secretariat.

File No. 1 of 191 .

Serial No.

NOTE—Contn. sheet.

Present Scale			Scale proposed by Mr. G-H. Krumbiegel in 1913-14.			Increase.
No	Designation	Pay	No.	Designation	Pay	
1	Superintendent + Economic Botanist	600-25-1100 (850)	1	Supdt + Economic Botanist	266⅔	266⅔
			1	Asst Supdt 200-20-300		
1	Clerk on 40-5-60	56	1	Clerk on 60-5-60	56	
1	Clerk on 20-2-30+PA 5	32½	3	Asst Clerks 1 (20-5-35) + (15-4-20) + 1 (20)	71½	24½
1	Asst Clerk	15				
1	Artist + 40+10 PA	50	1	Artist 40-5-60	56	6
1	Mechanical Mistry + Draftsman	40+5 PA		Draftsman + Supervisor 40-5-80	65⅓	20⅔
1	Daffedar	10	1	Daffedar	12	2
2	Peons on Rs 8/- each	16	2	Peons on Rs 8 each	16	
			1	Watchman	8	8
			1	Cycle orderly	12	12
				Bureau of Economic Botany		
			1	Librarian 30-3-50	46⅓	46¼
			1	Clerk + Typist	20	20
			2	Peons on Rs 8/-	16	16

1	Curator 100-10/2-150+15 PA	130+15	1	Curator 100 10/2-150+15 PA	130+15	
1	Propagator 40-4-60	53⅓	1	Propagator 40-5-60	56	
1	Asst-do	20	1	Asst do	25	5
1	Gate Peon	8	2	Gate peons on Rs 8 each	16	8
2	" on Rs 7 each	14	1	Gate peon on Rs 8/-	8	?
1	Blacksmith 18-2-24	22⅘	1	Blacksmith on 24-2-30	67⅕	16⅘
1	Carpenter 18-4-30	21⅗	1	Carpenter 18-4-30		
			1	Hammerman 10		
				Other Gardeners (non-permanent)	343½	86
				~~Headgardener~~		
			1	Keeper on Rs. 35-3-50	46¼	46¾
			2	Fieldsman 1 (20) 1 (10-1-20)	38¾	38¾
			½	Preparers Peons on Rs 8/- each	15/16	25/16
1	Nirganti	5½				
1	Boatman	6				

Scale now proposed by
the Offic: Inspr. Govt Agencies

Increase

Rs. Designation Rs.

Increase avoiding abrupt progression

			1	Inspr of Economic Botany	850	
	150	150				
60	56		1	Herbarium 40-5-60	56	60
30).1(20)	62½	x15½	1	Clerk on 20-2-30 Dft 5	32½	30
			1	Asst Cashier and Keeper	~~16~~	
			1	Typist	25	25
	57)		1	Artist 40+10 PA	50	
	45	x	1	Supervisor 40+5 PA	45	
	10		1	Daffedar	12	2
	16		1	Peon on Rs. 9/-	9	9
			1	Peon - - 8/-	8	8
			3	Peons - - 7/-	21	21
				Library		
			1	Librarian on 35-3-50	46¼	46¼ 40
			1	Herbarium Fieldsman	20	20
			1	Peon	8	8

130	130+45		1	Curator 100-10/2-150 +15 PA	130+45	
40-4-60	53⅓	X	1	Curator 40-4-60	53⅓	60
	40		1	Asst do —	40	
			1	Store Keeper	20	20
			1	Gate Keeper	9	9
	8		2	do - on Rs 8/-	16	8
	14		2	do - on Rs 7 -	14	
18-2-24	22⅘	X	1	Blacksmith on 8-4-30	27⅗	4⅘ 30
18-4-30	4⅗	X	1	Blacksmith 18-4-30	27⅗	⅗ 30
			6	Hammerman	10	10
			1	Man	8	8
			2	Women on Rs 4/- each	9	9
			2	Scavengers on Rs 7/-	14	14
			1	Night watch	5½	
				—	—	-6
			2	Bandsmen on Rs 9/-	18	18

Present Scale			Scale proposed by Mr. G-H. Krumbiegel in 1913 & 1914.			Increase.	
No	Designation	Pay	No.	Designation	Pay		
1	Mistry	20	1	Mistry in Orissa	28-3-40	35	15
2	Gardeners on Rs. 10/- and	20	3	Gardeners on Rs. 10/- and	30	30	
2	" " " 9/-	18	1	Garden " " 8/-	8		
3	" " " 8/-	24	5	Section Foremen on 12-1-15	72½	72¼	
9	" " " 7/-	63	1	Label Writer	15	15	
12	" " " 6/-	72	1	Store Keeper	15	15	
6	" " " 5/8	33	6	Constables on Rs. 8/each	48	48	
4	" " " 5/-	20	1	Jamadar on 25/-	25	25	
2	" " " 4/8	9		Mali Labour	79½	10	
2	" " " 4/-	8					
2	Boys " 3/8	7					
2	" " 3/-	6					
24	Women " 4/-	96					
1	Salesman 35-3-50	46¼	1	Keeper on 35-3-50	46½		
1	Seed Collector	12	1	Asst Keeper	10	20	
			1	Seed collector	12		
			1	Attender on 10/- (in place of gardener)	10		
			1	Seed Collector on 8/- (in place of do on Rs. 9)	8		
			1	Peon " 8/- (in place of gardener 8/-)	8		
				Mali Labour	12	12	

1907
-227 since passed
80 Included applied Exps
266
Excluding Anthropol.

Proposed to be inscribed in the general file		Increase	Scale now proposed by the Offg Superintendent Govt Gardens		Increase	Scale provides avoiding above progressive pay
Designation	Pay		No. Designation	Pay		
Mistry or Overseer	20		1 Mistry	20		
			1 Head Gardener	16	16	
Gardeners 3 on 10/ 1 on 8	38	3	2 do on Rs 14/12	28	28	
			2 do on 12/-	24	24	
Other gardeners	343½	86	4 Gardeners on Rs 10/-	40	20	
			8 do on Rs 9/8	72	54	
Female labour	79½	40½	10 do on Rs 8/-	80	56	
			15 do on 7/-	105	42	
			10 do on 6/-	60	12	
					18	
			13 do on 5/6	65	45	
			22 Woman on Rs 4/12	99	3	
Packer 35-3-50	46¾	x	1 Salesman 35-3-50	46¼	-	50
Seed Collector	12				12	
Attendant	10		1 Plant clerk on 20-2-30	27½	27½	25
Do Do	8		1 Seed clerk on 15-1-20	18¾	18¾	20
Peon	8		1 Attendant	10	10	
Female labour	12	12	1 do	8	8	
			1 Packer	7	7	
						499 31/60

It is requested that in future communications on the subject, the No. and date of this letter, and the distinguishing letters below the number as given opposite, may be quoted and addressed to the Comptroller, Mysore Government.

No. 5749 Misc 4. OFFICE OF THE COMPTROLLER, MYSORE GOVERNMENT,
K 482

Dated Bangalore, the 29th Decr: *1916*.

5775

FROM

~~L. S. CHAKRAVARTI, Esq., M. A.,~~
~~F. R. A. S., ETC.,~~
C. N. Arichna Rao Esq.,
Offg: *Comptroller to the Government of His Highness the Maharaja of Mysore.*

To

D. Narasinga Rao, Esq. B. A., B. L.
Secretary to the Government of Mysore,
General *Department.*

SIR,

I have the honour to forward herewith duly verified a proposition statement in duplicate relating to the revision of establishments of the Superintendent, Government Gardens and Botanical Gardens (Lalbagh), Bangalore together with letter No. 493 dated 18th December 1916, addressed to you by the Superintendent, Government Gardens.

The financial effect of the proposition if sanctioned will be an addition of Rs. 5382 3/5 per annum to the permanent recurring expenditure of the State.

The extra expenditure during the current year is proposed to be met from the grant for special improvements of the Lalbagh, if no additional grant can be sanctioned for the purpose.

I have the honor to be

Sir,

Your most obedient servant,

C. Narayana Rao

For Offg: Comptroller.

C. O. 43—Rec. 18]

Under Department.

1916.

FROM

~~J. S. CHAKRAVARTI, ESQ., M. A.,~~
~~F. R. A. S., ETC.,~~
The Comptroller to the Govt. of
H. H. the Maharaja of Mysore.

To

....., ~~ESQ.~~,
The Secretary to the Govt. of Mysore,
General Dept.

Dated 28
Despatched 1 Dec 16
Received
No. 5749 Copies
482

Subject matter.

Reg. G.O. relating to the remission of Rs. Lakhs of Sompeta Zamindar and Lakkavarapukota.

No: 483
2 Proposition Sts.
1 Copy of note
1 Set of Sts.
4

(7)

OFFICE OF THE ECONOMIC BOTANIST,
SUPERINTENDENT, GOVT. GARDENS,
LAL-BAGH, BANGALORE.

Dated, 18th December 1916.

From

L. Bishtopanth Badami, Esq., B. A.
~~Economic Botanist~~,
Offg: SUPERINTENDENT, GOVT. GARDENS.

To

D. M. Narasinga Rao, Esq., B.A., B.L.,
Secretary to the Government of Mysore,
General Department, B a n g a l o r e.
Through
The Comptroller to the Government
of Mysore, Bangalore

Sir,

19 DEC 1916

Adverting to your letter No. G. 7569/ G. M. 225-15-2 dated 11th December 1915 stating that the revision of the establishments of the Garden Department, proposed by this office would be considered six months later, I have the honor to submit herewith for the favourable consideration and orders of Government a modified proposal of the revision of the establishment of the Superintendent's office and the Lal-Bagh Gardens, drawn up after a very careful, comprehensive, detailed and personal study of all the work in the office and in the garden. Considering that it might not be convenient for Government to deal with and dispose of the revision proposals of the various establishments of the Garden Department all together, I have thought it advisable to submit them for orders separately and have that of only one establishment viz., " The Superintendent's Office, and the Lal-Bagh Garden, " with this reference.

2. The accompanying note, it is believed, explains fully the reasons for the proposed revision, as shown in the Proposition Statement, and is divided for convenience of reference into the following parts:-

Section I - Superintendence

Section I - Superintendence.

A. Clerical, Technical & Menial Establishments

B. Bureau of Economic Botany and Economic Museum and Herbarium.

Section II - Lal-Bagh Garden.

A. Supervision and Miscellaneous Establishment

B. Labour Force of the Garden

C. Sale-room and Seed Depot.

3. A few brief supplementary remarks in respect of one of the most important of these heads viz., " Labour Force of the Garden," under which the greatest change has been proposed, may not be considered out of place.

4. It will be seen from the note on " The Labour Force of the Garden " that although the sanctioned strength of gardeners falls short of the proposed number by only /5, yet even that sanctioned number, is not fully available for garden purposes. Several causes account for this, the two most important of which are (1) The low pay attached to most of the appointments and the consequently large number of vacancies throughout the year, and (2) the withdrawal of a large portion of the remaining staff from the garden work, for other work in the office and elsewhere, for which there is no regular -ly sanctioned establishment. Had it not been for the large grants for Special Improvements that were available during these few years, probably it would not have been possible to maintain the large extent of garden in the excellent condition in which it is now seen. But such grants cannot always be depended upon, and the ordinary labour establishment ought to be sufficient to cope with the --- routine work of the garden. Much remains yet to be done to enhance the Educative value of the garden by even more systematic arrangement of groups of plants and labelling them, cultivating in the ground, many of the Economic and ornamental plants and shrubs, introducing new varieties of flowering and foliage plants and intelligent

intelligent cultivation, acclimatising and keeping correct record of the results attained. All this cannot be done unless the garden has a good and intelligent staff of malis or gardeners, of whom the garden cannot boast of even a few at present. The causes that have led to this poverty of the garden are low pay, and the continuous existence of a cooly labour establishment side by side, with higher monthly wages, and no responsibility. Cooly labour always means uncertain and unskilled labour, and as such , it is quite unsuited for regular garden work, where a certain amount of responsibility should rest on every shoulder. Gradually, there must be a replacement of all such unskilled labour, which cannot be done unless monthly wages higher than can be earned by a cooly, are offered. On these considerations, the pay of the garden staff has been increased to an extent considered necessary, under the existing conditions of living, in the proposed revision.

5. This large staff of gardeners necessary for the extensive garden, cannot be left to itself to do its allotted work. For supervising their work, there is only one appointment of Maistry sanctioned at present. This number is quite insufficient. The whole garden is divided into 7 convenient manageable Sections, including the Nursery, for which 7 Supervisors are required. As the Propagator is always on duty in the limited area of the Nursery, no separate Supervisor is considered necessary. For the other 6, the Maistry and 5 Head Gardeners are proposed. Compared with the salary offered in private gardens in Bangalore to such class of men, who, to their knowledge of practical gardening, add the intelligence necessary to instruct and guide their subordinates and the capacity to exact work from them, the salary proposed in the revision is not high. The condition of the garden depends upon the ideal of garden work that this class of men set before themselves in the discharge of their duty, their industry and their attention to details. They form the backbone, as it were of the garden, and as such, a very important section of the establishment.

6

(12

of the establishment.

6. The present proposal differs from the one forwarded with this office letter No.287 dated 14th August 1913 in some respects. Three years have since elapsed, and this interval itself has brought about several changes in the conditions that then existed. As no specific reason has been assigned for many of the changes then proposed, it has not been possible for me to assign any reason for my differing from it on any of the points. On one point however, and that, an important one, on which the present proposal differs - from the one submitted in 1913, I wish to explain myself.

7. The latter proposes a lumpsum grant of Rs 435/- per mensem for non-pensionable mali labor for the Garden Proper, Nursery and - Seed room. The reason assigned for it is, that "It is quite against sound principles" to have"the whole of the menial garden labor treat--ed as graded permanent establishment," and that "the number employ--ed at any time and the rate of pay, must however be flexible so as to suit the requirements of the work of the particular season." -- According to this view, only the number and pay of the "Foremen" or "Head gardeners" should be fixed, and neither the number nor the pay of the other 80 or 90 men required for garden labour, should be fix--ed. With due deference to the author of these proposals, I beg -- leave to submit that I differ from him in that view. As regards the non-pensionable nature of the appointments for which the lumpsum -- grant is proposed, I wish to say a few words later.

8. As regards the lumpsum grant asked for, in my humble opinion, there appears to be no justification. Apparently, the difficulty - experienced in getting men for the present sanctioned appointments, the pay of which is fixed at very low rates, accounts for the proposal. But that is not the only way to solve the difficulty, and the proposal is not free from several objections from other points of -- view. The provision is not intended for the "Requirements" of any "Particular season". For the latter purpose, there is a separate lumpsum grant of Rs 1200/- made annually under the budget head,"Temporary Cooly Labor". This allows enough discretionary powers and is

is sufficiently "Flexible" for enlarging or contracting the number of, and paying at any rate considered necessary for, the casual -- cooly labor, employed during "seasons". The lumpsum asked for is for employing gardeners for the ordinary daily garden routine operations. The extent of the garden is known, the quality and the quantity of - work that has to be done in it as a routine, is known; and from these and from ~~my~~ experience of the work in the garden it is quite possible to calculate the number of hands that would be required for work throughout. I believe, a close observation of work in the garden for sometime, would enable one to arrive at as accurate a number as possible. This has been done in drawing up the annexed "Distribution list" of work in the garden, a perusal of which would help in understanding the -- arguments set forth above. There should be no uncertainty about the number of men employed for routine work in the garden and their pay, otherwise it would afford scope for abuse of power by unscrupulous Maistries or Foremen. The Superintendent or the Curator cannot be expected to be at this work always. If the pay now offered is not found sufficiently attractive for the class of men we want, it may be raised so as to be attractive. But at no time should it be indefinite or uncertain. The grant for temporary cooly labor is free -- from any of these restrictions, and is sufficiently "flexible" for all purposes.

9. Then as regards the question of whether the service of these gardeners should be regarded as pensionable or non-pensionable. - Before expressing any definite opinion on this point, I wish to mention some facts in regard to the number from this establishment, who are now borne on the Pension list, and the service of the members of the present garden establishment, that would count for future pension. The Curator of the Lal-Bagh gardens, informs me that during the whole of his service of nearly 20 years in the garden, he does not remember of any instance of a gardener having retired on any pension, and that about half a dozen people have retired on Gratuity not exceeding Rs. 50/- in any single case. Of the 37 men and 20 women now -- borne on the permanent establishment of the garden the following is the record of service:-

C.14

(1)	14 men + 10 women			have a service of	less than 1 year.	
(2)	6 "	4 "		do	between 1 & 2	years
(3)	4 "	3 "		do	2 & 3	"
(4)	2 "	1 "		do	3 & 4	"
(5)	1 "		has	do	5 & 6	"
(6)	3 "	1 "	have	do	6 & 7	"
(7)		1 "	has	do	9 & 10	"
(8)	2 "		have	do	10 & 11	"
(9)	1 "		has	do	12 & 13	"
(10)	2 "		have	do	13 & 14	"
(11)	2 "			do	above 20	"

From this, it can be inferred that even the prospect of pension has not got much attraction for the majority of this class of workmen, and that the few who are attracted by it, remain in active service throughout their lives unless compelled to retire on a gratuity on account of ill health and physical incapacity. Considerations of swelling the Pension charges of the Government, should not, therefore, I submit, stand in the way of the revision of this establishment, if on other considerations, it is found necessary to strengthen it. Even with this bait of prospective pension, service as gardener has not been as popular as it should be, and much less would it be popular without it. The class of Professional Malis has been dwindling for want of sufficient encouragement at the hands of Government, and its members are one by one abandoning their hereditary profession for swelling up the ranks of other more lucrative professions. With a view to arrest this --- tendency and to encourage the enlistment of such men in Government service, and to prevent those already therein from giving it up, and also to attract the younger generation of that class to their hereditary profession, I have ventured to suggest to Government, in a --- separate reference, a system of award of annual prizes of appreciable amount for excellence in individual and collective work. It is hoped that the raising of the salary, the holding out of pensions and

(15

and the award of prizes all together will afford sufficient inducement to them to stick on to their hereditary profession.

10. The reorganisation proposed involves an addtional expenditure of F.497-0-0 per mensem or F.5964/- per annum, or about F.160/- per month less than that of the Revision proposed in 1913, leaving the appointment of Assistant Superintendent out of account, or including that, it is less by F.360/- per month or F.4320/- per annum. This extra expenditure for the year should be met by additional grant, or by reappropriation from the grant for Special Improvements of the Lal-Bagh, in which latter case, some of the works will have to be put off for next year.

11. I request that the Government will be pleased to sanction the proposal in its entirety and to authorise its being given effect from the 1st. Jaunary 1917.

I have the honor to be,

S i r,

Your most obedient servant,

Offg. Superintendent,

Govt. Gardens.

K.S.R.

Finance and Accounts Form 11 }

Page 2

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapte

Finl. 200]

STATEMENT OF PROPOSITIC

Name of Office to which the

Nature of Charge												
Government Orders sanctioning present Establishment		Present Scale						Proposed Scale				
				Pay						Pay		
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost	No.	Designation	Minimum	Rate of Increase	Maximum
		2	Garoons	—	—	9	15	8	Garoons	—	—	9
		3	"	—	—	8		16	"	—	—	8
		9	"	—	—	7		15	"	—	—	7
		12	"	—	—	6		10	"	—	—	6
		6	"	—	—	5/8		—	—	—	—	—
		4	"	—	—	5		13	"	—	—	5
		2	"	—	—	4/8		—	—	—	—	—
		2	"	—	—	4		—	—	—	—	—
		2	boy "	—	—	3/8		—	—	—	—	—
		2	"	—	—	3		—	—	—	—	—
		24	women	—	—	4		22	women	—	—	4/8
		1	Salesman	35	3	50		1	Salesman	35	3	50
		1	SD Collector	—	—	12		—	—	—	—	—
								1	Plumbers	20	2	30
								1	Sweepers	15	1	20
								1	Attenders	—	—	10
								1	—do—	—	—	8
								1	Peons	—	—	7
							1831 5/6					

Note—To be prepared in duplicate and forwarded through the Comptroller in Mysore and shoul

[illegible] of the Financial Rules circulated with G. O. No. Fl. 1150—1192, dated 7-2-1903)

FOR REVISION OF ESTABLISHMENT

[illegible] proposition relates.....

GPH—4,000 -2-6-11

Average Cost	Proposition						Grounds of Proposition	Comptroller's Report	Orders of Government		
	Permanent		Temporary						Department concerned	Financial Department	
	Increase per month	Decrease per month	Increase per month		Decrease per month				Remarks	Remarks	Orders
	Amount	Amount	Period	Amount	Period	Amount					
	54										
	56										
	42										
		12									
	—	33									
	45										
	—	9									
	—	8									
	—	7									
	—	6									
	3										
	—	12									
	30										
	20										

[illegible]

[illegible] Secretary [illegible]

[illegible] be followed by a reappropriation statement if the proposal involves additional expenditure.

Page 1.

Finance and Accounts Form 11

Finl. 200]

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapter

STATEMENT OF PROPOSITION

Name of Office to which the

Government Orders sanctioning present Establishment		Nature of Charge											
		Present Scale						Proposed Scale					
				Pay			Average Cost			Pay			
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum		No.	Designation	Minimum	Rate of Increase	Maximum	
									Section I (a)				
		1	Superintendent & Economic Botanist	600	25	~~1000~~ 1000	~~960~~ 960	1	Superintendent & Economic Botanist	600	25	~~1000~~ 1000	
			2. Establishment						(a) Clerical				
		1	Clerk	40	5	60	50	1	Head Clerk & Manager	40	5	60	
		1	— Do —	20	2	30 + PA 5	25	1	Accountant & ~~Bottle Supervisor~~	20	2	30	
		1	— Do —	—	—	15	15	1	Asst Clerk & Record Keeper	—	—		
								1	Typist	—	—		
									(b) Technical				
		1	Artist	—	—	40 + PA 10	50	1	Artist	—	—	4	
		1	Technical Mistry & Draftsman	—	—	40 + PA 5	45	1	Supervisor	—	—	4	
									(c) Menial				
		1	Duffedar	—	—	10	10	1	Duffadar	—	—		
								1	peon	—	—		
		2	peons	—	—	8	16	1	peon	—	—		
								3	peons	—	—		
									Section I (b) Branches of Econ				
								1	Librarian	35	3		
								1	Herbarium Assistant	—	—		
								1	peon	—	—		

Present Scale (T.A.M. Pending) verified

1070 1/2

To Clerk to proceed

Assistant Comptroller

Note—To be prepared in duplicate and forwarded through the Comptroller in Mysore and

20/12/26.

(... the Financial Rules circulated with G. O. No. Fl. 1150—1192, dated 7-2-1903)

(5)

FOR REVISION OF ESTABLISHMENT

Proposition relates Superintendent, Jail Garden...

GPB—4,000 -2-6-11

Proposition						Grounds of Proposition	Comptroller's Report	Orders of Government		
Permanent		Temporary						Department concerned	Financial Department	
Increase per month	Decrease per month	Increase per month		Decrease per month				Remarks	Remarks	Orders
Amount	Amount	Period	Amount	Period	Amount					
						Please refer to the accompanying note para.				
25						Para 1				
2										
9										
—	8					Para 4				
21										
50										
20						Para 1				
8										
135	8									

Present Scale (S/A D. Fabian) Rs. 50-5-100

Asstt: Superintendent
20/12

... be followed by a reappropriation statement if the proposal involves additional expenditure.

16/12/11

Finance and Accounts Form 11

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapter

Finl. 200]

STATEMENT OF PROPOSITION

Name of Office to which the

Government Orders sanctioning present Establishment		Nature of Charge										
		Present Scale						Proposed Scale				
				Pay						Pay		
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost	No.	Designation	Minimum	Rate of Increase	Maximum
			(a) Horticultural Operations, Bangalore, Lalbagh.									
				Rs.	10/1½				Section II(a)			Rs.
		1	Curator	100	10/2	150	125	1	Curator	100	10/2	150
						115	15					+15
		1.	Propagator	40	4	60	58	1.	Propagator	40	4	60
		1.	Asst Propagator	—	—	20	20	1	Asst propagator	—	—	20
								1	Storekeeper	—	—	20
								1	Gate Keeper	—	—	9
		1	Gatepeon	—	—	8	8	2	— Do —	—	—	8
		2	"	—	—	7	14	2	— Do —	—	—	7
								(b)	Artisans			
		1.	Blacksmith	18	2	24	25 1/10	1	Blacksmith	18	4	30
		1	Carpenter	18	4	30	27 3/5	1	Carpenter	18	4	30
								1	Hammerman	—	—	10
								(c)	Road Gang			
								1	Man	—	—	8
								2	Women	—	—	4/8
								(d)	Scavengers			
								2	Scavengers	—	—	7
								(e)	Nirigunti			
		1.	Nirigunti	—	—	5/8	5 1/2	1	Nirigunti	—	—	5/8
								(f)	Bandymen			
		1.	Bandymen	—	—	6	6	—	—	—	—	—
								2	Bandymen	—	—	9
									Gardeners (b)			
		1.	Maistry	—	—	20	20	1	Maistry	—	—	20
								1	Hd Gardener	—	—	16
								2	— Do —	—	—	14
								2	— Do —	—	—	12
		2	Gardeners	—	—	10		4	Gardeners	—	—	10

Note—To be prepared in duplicate and forwarded through the Comptroller in Mysore and sho

(For Financial Rules circulated with G. O. No. Fl. 1150—1192, dated 7-2-1903)

FORM OF REVISION OF ESTABLISHMENT

Department relates.....

GPB—4,000 -2-6 11

Proposition						Grounds of Proposition	Comptroller's Report	Orders of Government		
Permanent		Temporary						Department concerned	Financial Department	
Increase per month	Decrease per month	Increase per month		Decrease per month				Remarks	Remarks	Orders
Amount	Amount	Period	Amount	Period	Amount					
						1 5				
9						3				
8										
6										
10										
8										
9										
14										
—										
	6									
18										
16										

To be followed by a reappropriation statement if the proposal involves additional expenditure.

16/12/16.

Finance and Accounts Form 11

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapter

Finl. 200]

STATEMENT OF PROPOSITION

Name of Office to which the P

Government Orders sanctioning present Establishment		Nature of Charge									
		Present Scale					Proposed Scale				
				Pay					Pay		
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost	No.	Designation	Minimum	Rate of Increase	Maximum
									Section II (a)			
									Section II (a)			
	4-	2	Garoons	—	—	9	18	8	Garoons	—	—	9
		3	"	—	—	8	24	10	"	—	—	8
		9	"	—	—	7	63	15	"	—	—	7
		12	"	—	—	6	72	10	Asst "	—	—	6
		6	"	—	—	5/8	33	—	—	—	—	—
		4	"	—	—	5	20	13	Asst "	—	—	5
		2	"	—	—	4/8	7	—	—	—	—	—
		2	"	—	—	4	8	—	—	—	—	—
		2	boy "	—	—	3/8	7	—	—	—	—	—
		2	" "	—	—	3	6	—	—	—	—	—
		24	Women	—	—	4	96	24	Women	—	—	4/8
			Revenue Stamp Depot						Section II (a)			
		1.	Salesmen	35	3	50	46	1	Salesmen	35	3	50
		1.	Sd Collector	—	—	12	12	—	—	—	—	—
								1.	Plantclerk	20	2	30
								1	Sealclerk	15	1	20
								1	Attender	—	—	10
								1	— Do —	—	—	8
								1	[illegible]			7

Note—To be prepared in duplicate and forwarded through the Comptroller in Mysore and sh

of the Financial Rules circulated with G. O. No. Fl. 1150—1192, dated 7-2-1903)

(21

FOR REVISION OF ESTABLISHMENT

roposition relates.....

GPB—4,000 -2-6-11

Proposition								Grounds of Proposition	Comptroller's Report	Orders of Government		
Permanent		Temporary								Department concerned	Financial Department	
Increase per month	Decrease per month	Increase per month		Decrease per month								
Average Cost. Amount	Amount	Period	Amount	Period	Amount					Remarks	Remarks	Orders
54												
56												
42												
	12											
—	33											
45	—											
—	9											
—	8											
—	7											
—	6											
	—											
—	—	12										
30												
20												
10												

Superintendent of Police

be followed by a reappropriation statement if the proposal involves additional expenditure.

Clerical, Technical and Menial Establishment under "Superintendence".

Section I - A.

1. The present sanctioned clerical establishment consists of 3 hands 1 on Rs. 40 - 5 - 60, 1 on Rs. 20 - 2 - 30 + P. A. Rs. 5 and 1 on Rs. 15/-. But actually, one additional hand on Rs. 20/- borne on Garden Establishment has also been working here since very long, and his services are also absolutely necessary for office work. There are 2 typewriting machines in the office, but no sanctioned post of a Typewriter. The correspondence of the office is of a very varied nature, and with several Departments of Government and also with the Public. The existing staff is not able to cope with the work, and on this account one from the Garden Establishment is doing duty as Typist for more than 2 years. I therefore propose this additional hand to be retained for the office permanently, and the designation of the members changed as noted below, to be appropriate with the work on which they are employed:-

1.	Head Clerk & Manager ..	Rs 40 - 5 - 60
2.	Accountant & Assistant Clerk	20 - 2 - 30+P.A. 5
3.	Typist ..	20
4.	Assistant Clerk & Record-keeper	15

2. The Artist attached to the office will continue on the present pay of Rs. 40 + P. A. 10/-.

3. The designation of the Technical Draftsman may be changed to Supervisor.

4. The present menial establishment consists of 3 viz., 1 Duffedar on Rs. 10/- and 2 peons on Rs. 8/-. This number is found quite inadequate to meet the actual requirements, and I propose 3 more peons to be added to this establishment, to avoid drawing away men from the Garden or other establishment, and to revise their pay as follows:-

1. Duffedar 1 for office orderly to Superintendent on Rs. 12.

2. Peon 1 on Rs. 9/- for Superintendent's House orderly.

3. Do 1 " 8/- " delivery and cashing of bills and taking Remittances to Treasury.

4,5,6. Peons 3 on Rs. 7/- each one for office work and another for Superintendent's house orderly and the 3rd for office Watchman.

Section I - B

Bureau of Economic Botany, Economic Museum & Herbarium.

1. At present, there is no establishment at all sanctioned for this important work. But still, some work in connection with the Economic Bureau and Museum has been done with the help of one of the Horticultural Instructors during his spare hours. As regards the Herbarium which I think is equally important, nothing appears to have been done for very many years, apparently for want of a separate Hand for it. The work of these two Sections should no longer be neglected, nor carried out by fits and ~~xxx~~ starts, but should be seriously taken up and developed, as a very useful and necessary adjunct of a Botanical Garden.

2. The following small establishment is therefore proposed for the present, to start with, which might be strengthened later as work increases:-

1. Librarian & Record-keeper of Economic Bureau & Museum	1 on Rs 75 - 3 - 50
2. Herbarium Fieldman	1 on Rs 20
3. Peon - -	1 on Rs 8

The Librarian will be in charge of both the Sections for the present and the Fieldman will assist him in the Herbarium work.

Superintendent Government Gardens

Permanent establishment under " Lal-Bagh. "

Section II - A.

1. At present, this establishment consists of the following, besides the " Labour Force of the Garden " mentioned in another part of the note.

		Pay	
1. Curator 1	..	Rs. 100 - 10/2 - 150	
2. Record-keeper & Salesman 1		35 - 3	- 50
3. Propagator 1		40 - 4	- 60
4. Assistant Propagator 1			20
5. Peons 3 - -	1 on 8 2 on 7		8 14
6. Seed Collector	1		10
7. Bandsman 1			6
8. Beerganti 1			5 ½
			325 ½

2. Of these Nos. 2 & 6 are included in the proposed revision, under " Sale-room Establishment."

3. The number of peons viz. 3 is found to be quite inadequate. There are two entrances to the garden, viz. the Banavankudi Gate and the Main Gate at which there should always be a Gate-keeper. Besides this there is the entrance from the Siddapur side. It is too much to expect even one man to be on duty at these places throughout the day. With two more men, it would be possible to have the entrance to the garden guarded throughout the day and to give each of the above 3 some relief to enable them to go home for meals. For want of additional men at present, there are no Gate-keepers at all at these entrances during one third of the day. Having Watchmen only during a portion and none during the rest of the day, when the gate is open, serves no purpose. I would therefore propose 2 more, one on Rs. 9/- and another on Rs. 8/-, to be added to the number.

1. Bandymen. - There are two pairs of bullocks for the Garden and even that number is found to be inadequate to cope with the increasing work. There must therefore be at least 2 Bandymen on the establishment and not one. Each of them have to attend to 2 bullocks,besides carting, sand, red earth and manure. The pay of Rs. 8/- offered for the work is too low,and on that account, a man on Rs. 8/- from some other establishment is posted for this work, and the man on Rs. 6/- employed otherwise. The confusion that such postings create, (such postings are not few) is very great and involves much waste of time in maintaining attendance registers, preparing pay bills and adjusting charges. I would therefore propose 2 Bandymen to be employed for 2 pairs of bullocks, and the pay of the appointments raised to Rs. 9 each

5. The Garden has a large number of furniture,and other articles, such as garden benches, iron arches, costly vases, large number of tools,and implements of english and indian manufacture, labels,baskets and cereals and other articles of feed for the animals and birds, for all of which proper and regular stock and issue accounts have to be maintained. For this purpose, the appointment of a Store-keeper is absolutely necessary, to prevent waste. There is no one to look after this work now, and so a new appointment on Rs. 20 is proposed.

Miscellaneous Garden Establishment.

6. Artisans. - At present, there is a Blacksmith on Rs. 18 - 2 - 24 and a Carpenter on Rs. 18 - 4 - 30 employed for the past some years, sanction for their ~~appointment~~ employment being renewed year after year. Both these artisans have work in the Garden throughout the year in connection with the repairing of timbers in the several garden structures, repairing and painting the arches, benches, wooden trellises and pipe line all over the Garden, trolly, bullock carts, and many other small items of work. It is therefore proposed that their appointments may be made permanent and the pay of the Blacksmith also raised to Rs. 30/- in the progressive scale of Rs. 18 - 4 - 30. He is now drawing Rs. 24/- per mensem.

7.

7. The services of a Lascarman is necessary to help the Blacksmith in his work, and one man from the garden establishment has actually been posted for that duty since very long. It is proposed that this additional hard pay also be sanctioned and made permanent on a pay of Rs. 18/- per mensem.

8. The number and length of the roads, footpaths, and open spaces has so much increased that some road or other will always be in a condition requiring repair. The staff of gardeners cannot be expected to do this except at the sacrifice of their legitimate work. It is estimated that this work will keep 1 man and 2 women fully employed throughout the year. A permanent gang of this strength is therefore proposed to be employed at a total cost of Rs. 18/- per mensem.

9. Scavengers. - There are 3 Latrines within the Garden premises for the use of the large number of garden employees, and visitors. There is no sanctioned establishment for cleaning it at present, but the work is not done by temporary cooly labour. A regular establishment being necessary for this purpose, two men are proposed for this at a cost of Rs. 14/- per mensem.

Y. [illegible]

Supt. Lord [illegible]

Labour Force of the Lal-Bagh Garden.

1. The sanctioned Labour Force of the Garden, provided for in the annual Budget Estimates under the head "Servants" consists of 72 hands. Excluding from this number those that are employed in the Office and other work for which they are intended, viz., 3 peons, 1 seed collector and 1 handyman, the remaining 73 (49 men & 24 women) should be available for actual garden work.

2. But as a matter of fact, this number is not fully available for the said purpose, owing to some of the places being vacant since very long and some being otherwise employed as noted hereunder:-

	Men	Women	Total
Vacant	11	4	15
In Superintendent's House ..	1	2	3
In Curator's House	2	1	3
In Propagator's House ..	1	-	1
In Office as Asst. Seed Collector	1	-	1
Do 2nd do ..	1	-	1
Total	17	7	24

3. The number therefore that is actually employed on garden work is 49 viz., 32 men and 17 women. To this number should be added the two apprentices also who work wholetime as gardeners, making in all 34 men and 17 women.

4. This number, apparently having been found inadequate to cope with the work in the garden, was supplemented by a large number of temporary cooly labour, both men and women, which varied slightly from month to month, but employed continuously throughout the year for some years past. At the time I took charge of the office, the number of such labour was 33 men and

(28

and 20 women or 13 in all.

5. The total strength of the establishment actually employed on garden work, at the time I took charge of the Superintendent's office, therefore stood thus:-

		Men	Women	Total
Permanent sanctioned establishment	..	39	17	49
Temporary apprentice	do	2	-	2
Temporary Cooly labour	do	43	20	53
T o t a l		87	37	104

6. The last one was paid partly out of the grant for cooly labour and partly out of the grant for Special Improvements. The number of course, varied a little but on either side of the number given above, but it makes no difference for our present purpose.

7. Although this large number struck me at the very outset as being too large and unnecessary, it was not possible to effect any reduction in it immediately, without studying the details of the work on which it was employed. My first attempt in that direction was made about the beginning of January 1916 or about a month and a half after I assumed charge of the Department. The distribution of the work as it then existed, was ascertained from the propagator who is responsible for it and noted down. It was very unintelligible and unconvincing and not based on any detailed study either of the actual work that had to be done in the garden or of the capabilities of the men employed on any particular work.

8. The distribution of work thus existing did not help me much to formulate any satisfactory scheme in January. Owing to pressure of work in other directions and other causes, it was not possible to pursue the subject further at a stretch, but all the while, it was kept in mind and not lost sight of. All details connected with it were being studied throughout from all aspects till the beginning of October 1916. Since that time I have been

been noting down everything necessary to formulate an Establishment Revision scheme, based on a division of the garden into convenient portions or blocks and Sections which would facilitate the enforcement of individual responsibility of labourers, both manual as well as supervising. According to this, the whole garden is divided into a certain number of blocks, each block is being entrusted to one or more gardeners and a number of such blocks constituted into a Section in charge of a Head Gardener. The extent of each block and Section and the Labour Force required and allotted for each, after very careful consideration, is detailed in the accompanying typed Statement.

9. A map of the garden has also been prepared to illustrate the scheme and to ~~xx~~ represent graphically the distribution of work among the staff. Every kind of work that has to be done in the garden, the quality and quantity of it and the class of men required for it, have all been carefully considered and provided for. About 60 men including the Propag~~ator~~ are considered to be quite sufficient to do the garden portion of the work systematically, promptly and efficiently. Every bit of the garden ground coming within somebody's charge and every kind of work required to be done on it, would be done in proper time and manner.

10. This number 67 could not be made up partly of the permanent and partly of the cooly labour establishment. The continuance as at present of the latter establishment throughout the year, with better emoluments assured to every one of them, good, bad and indifferent alike, has a demoralising effect on the permanent establishment, the majority or even 9/10ths of the members of which, get less pay than their brethern on the temporary one. Any one who happens to be a good and intelligent gardener, finding no hope or prospects on the permanent establishment, gives up his work and gets himself enrolled on the temporary establishment, which brings him more emoluments. Or if he has any sense of self-respect

self-respect and considers it degrading to him to be enrolled as a cooly, seeks employment in private gardens, where generally higher rates of salary, than can at present be obtained in the Government Gardens department, are offered to him. This system has already deprived the Gardens department of almost all its good gardeners and of those now continuing, there are not even 3 who could be called real " Gardeners. " Another disadvantage of working with such a combined establishment is, that it does not enable a proper and satisfactory distribution of work in the garden to be made and responsibility enforced. More than half would be temporary cooly labourers, most of them would care to know nothing about gardening, but invariably drawing higher wages than the other less than half of the present establishment. The men would have to be moved in a mass, as at present, designated the " Gang," from one work to another, the distribution being insusceptible of enforcement of Individual Responsibility and with only one Permanent Maistry to direct and supervise the work of such a large number of men distributed over the very large extent of the garden. Under such circumstances the quality also of the work turned out, could not ~~be~~ but be unsatisfactory, and the men would also not have any opportunity of learning any particular work of garden operation, by incessant employment at it. This system which is ~~xxxxx~~ the one existing at present, has already denuded the garden department of every one deserving the appellation of " Gardener " and all who are left behind are no more than coolies who know nothing of real gardening.

The revision proposed therefore provides for the whole of the garden establishment being made permanent. Only 15 gardeners more than the present sanctioned number has been proposed. Considering the large number of flower beds and lawns that have been brought into existence, and that have to be maintained throughout and the maintenance of the groups of pot and ground plants that have been arranged both artistically and for educational purposes in a high state of efficiency, and the scrupulously neat condition in which the garden is now expected by the public to be maintained, the

the additional number is not at all large.

12. So much as regards the number required for the garden proper. Then as regards the quality of work to be turned out by it and the consequent qualifications that its members should possess for turning out the required quality of work. As has already been referred to above, the quality of ~~xxxx~~ the work turned out by the permanent establishment is very poor. This is due to the low salary fixed for the posts, which is much less than what an ordinary day labourer can earn elsewhere as wages. Six annas is the ordinary daily wages of a labourer in these days of high prices, and at this rate one can earn ₹. 11-4-0 a month, while ₹. 10/- is the highest salary offered to a gardener here, and only two appointments on that rate is open. Gardeners in private houses generally get from ₹. 10/- to 20/- according to their qualifications, in addition to the prize money they win at the Horticultural Shows. Boys generally earn more than ₹. 4/- a month elsewhere, and it has been so very difficult to secure boys of steady habit on ₹. 3/- or 3 ½ as at present sanctioned. These causes also account for the large number of vacancies on the permanent establishment. The revision therefore provides for a general increase of salary all round, and also for a larger number of higher appointments for the more intelligent garden operations and efficient supervision.

T. [illegible]

Supdt. Govt. Gardens

The Seed-depot and Salesman.

1. At present this has not been organised on any regular basis, and its duties are not properly defined. The establishment sanctioned for it consists of only one clerk on Rs. 35 - 2 - 50, designated as " Record Keeper & Salesman," and a " Seed Collector " on Rs. 10/- under the head "Servants."

2. At actually, there are 6 men working in it as under:-

1. Salesman	)	
2. Seed Collector	)	Functioned
3. Assistant Seed Collector	)	
4. Soy Seed Collector	)	Borne on more other establishment.
5. Invoice Writer	)	
6. Seed Keeper	)	

3. In addition to this, the services of a number of other labourers are being utilised for packing and other work. All these are however necessary and with more defined and regular work, even this number may have to be strengthened. For the present however, I would propose the following establishment for this purpose:-

1. Salesman	..	Rs. 35 - 2 - 50
2. Plants Clerk	..	Rs. 25 - 1 - 30
3. Seeds Clerk	..	Rs. 15 - 1 - 20
4. Attender	..	10/-
5. Do.	..	7/-
6. Packer	..	7/-
Total	Rs.	.. 106/-

4. The principle that should regulate appointments on this establishment may be that the total expenditure on this establishment and its contingencies should not exceed the amount of sale-proceeds realised for the year by the Depot. And in arriving at this amount, all other receipts of the garden department such as the issues amount of grass and fruit trees, and the sale-proceeds

sale-proceeds of tickets at the periodical Horticultural Shows and other extraneous receipts not due to any effort of the Saleroom but are at present included in it, should be excluded, and only that amount which is earned by the labours of that Department, should be taken into account. This regulation would also relieve the department of the charge (though it would otherwise be defended also) that is levelled against it by casual observers, of competing with private enterprise.

I have convinced myself that the maximum amount proposed for this establishment together with an annual contingent grant of £. 160/- for it, would leave a good margin and bring it within the amount that would be arrived at according to the principle above enunciated.

Superintendent of Gardens

ABSTRACT STATEMENT.

showing the Labour Force required for Superivision & Manual work of the Garden proper of the Lal-Bagh, Bangalore.

Section	Men	Boys	Women	Sweepers	Head Gardenery.	Total
I (Garden.)	5	3	2	1	1	12
II	5	6	-	1	1	13
III	6	3	3	1	1	14
IV	4	3	4	1	1	13
V	7	-	2	2	1	12
VI	4	3	3	-	1	11
T o t a l.	31	18	14	6	6	75
VII (Nursery.)	6	5	2	-	-	13
T o t a l.	37	23	16	6	6	88

16.12.15

Offg. Superintendent,

Govt. Gardens.

K.S.R.

Statement showing the Labour Force required for

Supervision and Manual work of the Garden proper of the Lal-Bagh, Bangalore.

S E C T I O N - 1. STATUE GARDEN.

BLOCK.			Labour					
Serial No.	Name.	Contents.	Man	Boy	Women	Whole time sweeper	Head gardener	Remarks.
1	Succulent border & Ixora Garden. Lawn opposite succulent garden upto Fountain & plants and trees on it.	Succulent border, Ixora plants, Erythrinas, lawns and trees opposite	1					
2	Statue circle with Canna beds on either side of central road to Statue and Herbacious borders flower beds etc.,	36 Canna beds	1					
		2 left Herbacious borders & 3 foiage beds		1				
		1 Herbacious border & 3 foliage beds		1				
		16 long annual flower beds and 12 small round annual flower beds.	1					
		6 lawns and carpet bed			1			
3	Old nursery, sunken garden, lawns between central main road and left main road and 2 shrubberies behind Main Gate.	17 beds of different sizes. 1 long bed below mango trees 1 Acalypha Sanderiana round bed 1 oval bed of Salvia 1 Petunia plot	1					

	Sunken Fernery traingular acalypha and croton bed, Padonous Collection, 8 beds on this side of sunken fernery.	1		1		1
	Red poinsetia bed shrubbery below Ficus near stone seat, Hibiscus dot plants, about half a dozen miscellaneous dot plants on lawn.		1			
General.					1	1
Total.		5	3	2	1	1

These three blocks will form a Section under one head gardener who will be entirely responsible for all kinds of work within his sphere of charge.The group will be given the services of one whole time sweeper for sweeping the main roads and footpaths from the Gate to terrace and circle round Statue. The total strength of the group will thus be;-

Head Gardener.	1
Gardeners.	5
Asst.Gardeners.	3
Women.	2
Sweeper	1
Total	12

Note:-

The men sanctioned for each section will be directly responsible for all the work of their section and the Head gardener will be solely responsible for supervising their work and see that everyting in his charge is allright in every respect. He is at liberty to utilise the services of the men under him for any other general work in his portion of the garden, but only when the individuals legitimate work is quite allright in all respects and finds no work in his own section charge.

A. Hughes Esq:
Lt. Superintendent
Government Gardens.

S E C T I O N - 2 FERN HOUSE

Serial No.	BLOCK Name	Contents.	Labour. Man	Boy	Woman	Whole time sweeper	Head gardener	Remarks.
4	Miscellaneous foliage, pot plants north of Fernery	Rockery round old well Draceena group, fern and croton group, palms and ferns and mis.foliage plants under Ficus trees upto Statue cross road	1					
5	Fernery	North fernery under rockery in it	1					
		South fernery and rockery in it	1					
6	Pot garden with stages all round	Begonias on stage and crotons towards Statue garden		1				
		Stages on other 3 sides in pot garden		1				
		Pot garden proper in centre and ground plants around tamarind tree and Anthurium house	1					
		Orchid house					1	
7	Loquat tope and two lawns beyond bounded by Exhibition road and Fern House road	Loquat tope, Lawn and shrubbery in it Lawn and blue Salvia bed and plants near tamarind tree.		1				
8.	Shade garden, round orchid house.	Croton collection on either side of Orchid house Crotons in tubs Rockery by the side Crotons on stages Beds of asparagus with Draceneas etc.,		1				

9	Borders outside pot garden and rockery below Ficus macrophylla and lawn with dot plants.	Miscellaneous foliage plants in ground border facing east, Crotons in ground border facing south, New rockery below Ficus macrophylla, Entrance orches to pot garden, Lawn with Araucaria and canna beds and plants on it		1		
10	All other beds and rockeries in Shade garden and garden round Amphibia.	3 rockeries 6 beds of Marantas 2 beds of Alocasia 3 beds of Heliconias 4 beds of Aralias 2 beds of Eranthemums 13. other miscellaneous beds	1			
		Begonias on stage east of Palms on west Beds and pot plants in front of Amphybia.		1		
					1	
	G E N E R A L.				1	1
	T o t a l.		5	6		

This section will be given the services of a whole time sweeper. The total strength will thus be:-

Head gardener	1
Gardeners.	5
Asst. Gardeners.	6
Women.	-
Sweeper	1
Total	13

16.12.16.

Offg: Superintendent
Government gardens

S E C T I O N - 3 T E R R A C E & B A N D S T A N D. Gardens.

BLOCK. Serial No.	Name.	Contents.	Labour. Man	Boy	Women	Whole time sweeper.	Head gardener.	Remarks.
	Terrace garden	8 Hamelia patens 1 Bamboo clump 2 Cypresses 2 Annual beds on side lawns 2 side lawns 31 Annual beds on terrace 28 Annual beds below on either side	1	1	1			
12	Sunken garden or garden between terraces including Restaurant.	6 Arches 2 lawns on either side of Fountain 2 Shrubberies in them 2 cretons 4 Weeping willow Meyfnaahedge 2 Rectangle lawnssloping from eastern terrace. 2 Auracaria cookii and beds round them Creepers on Restaurant verandah Plants on stages and vases10 on walls, Lawns on either side of Restaurant with flower beds on them. 32 vases on eight flights of steps	1		1			
13	Lawns and garden to west of Band-stand	72 vases on balustrade walls and 8 pillars [illegible] round beds for Annuals,						

		~~bidrilli~~, Buddleia 2 beds round Bandstand						
14	Garden to east of Bandstand.	2 broad and long beds for annuals on either side	1					
		2 round beds around Cypress Perennial plants 6 beds on way up as far as west Main road Crotons around, upto slope.		1				
15	Bulb garden.	Pot plants between road and Menagerie wall Ground plants round pond Hibiscus hedge Palms in tubs. Shrubberies opposite Godown upto Aviary trellis work 4 shrubberies opposite to it, 2 lawns this side of Aviary.	1					
16	Aviary tope, Shade garden and lawn upto Statue cross road.	5beds of Marantas 3 beds of Eranthemum 2 beds of Sanchezia 2 beds Dracena 4 beds of ferns 5 beds of begonias 25 other beds. and lawns upto Statue cross road.	1		1			
General.						1	1	Maistry.
Total.			6	3	3	1	1	

This is the most important section in the garden, consisting of ~~xxxxxx~~ blocks most frequented by visitors and containing large number of seats. To keep the place thoroughly and scrupulously clean always, the services of one whole time sweeper is given. This will be the charge of a Maistry who will always rank higher than the Head Gardeners, and will be responsible for all kinds of work of this section. The total strength of this section will thus be:-

Maistry	1	Women	8
Gardeners	6	Sweeper	1
Asst.Gardeners	3	Total	14

16/12/15.

Offg: Superintendent,
Government Gardens.

S E C T I O N - 4 E C O N O M I C, R O S E & H I B I S C U S, Garden.

BLOCK. Serial No.	Name.	Contents	Labour. Man	Boy	Women	Whole time sweeper	Head Gardener	Remarks.
17	Exotic fruit Garden ~~plants~~.	80 fruit plants	1					
18	Economic and medicinal herbs garden.	30 plots for economic plants and15 plots for medicinal herbs.		1				
19	Rose garden.	200 plants in beds 6 arches 15 pillars 24 single plants Border upto compound wall comprising Hibiscus creepers etc., plants.	1	1	1			
20	Eucalyptus garden and traingular plot of junction with Basavangudi road.	Tank bund lawn 25 Eucalyptus plants 5 other plants 4 shrubberies around the well near bamboo bush 3 beds with a vase on a pillar in the traingular portion.	1					
	Hibiscus garden and lawns around	150 hibiscus plants in ground portion of palm avenue towards the east and north upto central main walk Lawns around 4 beds Curlgria Creepers on wire trellis all round	1		2			
	Lawn opposite Rose Garden Central road.	15 trees and plants on lawn Eucalyptus triangular bed Palms and cactons in palm						

Central road.	Palms and shrubs in park avenue Shrubbery behind Restaurant and Hemelia hedge		1	1		
					1	1
General.						
Total		4	3	4	1	1

These 6 blocks will form one section and the work of these will be supervised by one Head gardener, who will have direct charge of the Bogainvillas on either side of the Bangavangudi road. There will be one whole time sweeper given to this section to work under the Head gardener, for sweeping the Main roads forming the boundary of this section. The labour force for this section will thus be fixed as follows:-

Head gardener	1
Gardeners	4
Asst. Gardeners	3
Women.	4
Sweeper	1
	Total 13.

16.12.16.

Superintendent,
Government Gardens.

S E C T I O N - 5 DEER PARK & GLASS HOUSE GARDEN.

BLOCK.			Labour.					Remarks.
Serial No.	Name.	Contents.	Man	Boy	Women	Whole time sweeper	Head Gardener	
23	Deer Park and Lotus Pond surroundings and Bear House.	Croton avenue Croton Palm avenue Surroundings of Lotus pond upto Bursaria avenue Tank bund slope Shrubberies around Bear cage and Lotus pond 50 dotted plants 2 beds	1					
24	Lawns south of Achrocarpus tree.	Croton and Palm avenue upto Glass house road 2 lawns with Magnolias upto eastern road 2 shrubberies 10 dotted plants 1 shrubbery	1					
25	Surroundings of Monkey House	7 rockeries in front 2 lawns on either side 4 shrubberies and 50 dotted plants all round	1			1		
26	Fountain in front of Glass house & Herbacious border and lawns on either side.	2 long canna beds 25 dotted plants 2 lawns on either side of fountain 2 herbacious borders below Lawns on either side with [illegible] and 30 other	1					

	the lawn opposite upto Herbarian road.	Bursaria avenue Champaca avenue semicircle Mango & Spthodia avenue along cycle track	1				
28	Garden around and in front of Glass House.	2 long oval and 2 traingular beds in west 2 circular canna beds In 4 quadrangles of Glass house. 4 vases over pillars 32 annual beds 8 long beds along the walls and plumbago hedging bounding the quadrangles.	2		1		
	G e n e r a l.					2	1
	T o t a l		7	-	2	2	1

This section will be given the services of two wholetime sweepers for sweeping the Main roads and cycle track. The total strength of this section will thus be:-

Head Gardener	1
Gardeners	7
Asst. Gardeners	-
Women	2
Sweepers	2
Total	12

16.12.15.

Offg: Superintendent,
Government gardens.

S E C T I O N - 6 , Garden around Superintendent's Quarters & Office.

Block Serial No.	Name	Contents	L A B O U R. Man	Boy	Women	Whole time sweeper	Hour. Gardener	Remarks.
29	Garden around Superintendent's quarters upto traingular bed from Main gate.	Shrubberies in front of Superintendent's quarters Shrubberies around Tennis court upto office Lawn in front of it and along the Main road Beds 5 of Acalypha etc., 50 dotted plants, and sweeping in front of it and main road.	1	1	1			
30	Garden in front of office.	Rockery Stages in front of office Perrinial beds Acalypha lawn Acalypha lawn below fruit trees upto Exihibition road. Pot plants excluding Nursery plants on Herbariam road sweeping in front of office and along Herbariam road.	1	1	1			
31	Area behind Curator's quarters on the other side of cycle track and including rock.	Cleaning weeding and watching	1					
32	Garden on either side of Main entrance to be formed.	For maintenance.	1	1	1			

The total strength of this section will thus be:-

Head gardener	1
Gardeners	4
Asst.Gardeners	3
~~Women~~ -	5
Sweepers	-
Total	11

16/11/16.

Offg: Superintendent,

Government gardens.

S E C T I O N - 7 N U R S E R Y.

Block. Serial No.	Block. Name.	Contents.	L A B O U R. Man.	Boy	Women	Whole time sweeper	Head gardener.	Remarks.
33	Indoor Nursery	Propagation frame Miscellaneous plants Plants on stages around	1	1	1			
34	Open space between indoor and outdoor n nursery, and Potting yard	Plants on stages facing east		1				
		Stages covered with the zinc roof and open yard						
		Potting yard	1	1				
35	Outdoor Nursery	Block No.1	1	1				
		Block No.2	1					
		Block No.3	1					
36	Nursery plants below rango trees on Herbarium road.	All pot plants	1	1	1			

always in this area. The strength of this section will thus consist of:-

Head gardener	-
Gardeners	6
Asst. Gardeners	5
Women	2
Sweepers	-
Total	13

16.12.16.

Offg: Superintendent
Government gardens

29/5/17

(36

G. R. S. VI—G/32]

SUBJECT.....

GEN. & REV. SECRETARIAT.
TYPING Sec.
28 MAY 1917

.....

.....

44/2

Diary No. of letter replied to .....

GENERAL AND REVENUE SECRETARIAT

( )

, *the* 191 .

Date of issue.....

Signed by.....

Section

File No.

Serial No.

No.

To

The Supdt. Govt. Gardens

Sir,

With reference to your proposals (marginally noted) for the revision of the Staffs of your dept I am directed to enquire whether you can make the (recurring) funds ~~required~~ available by reducing in other directions the grants of your dept for 1917-18. Hly Govt copies I have

Returned

Recd

28/5/17

To Secy to Govt Rev. dept

over.

(1) Govt Gardens Office & the Lalbagh
(2) Cubbon Park, Bangalore
(3) Parks & Gardens Mysore
(4) New Staff in the gardens behind the public offices & the Oriental Library at Mysore
(5) Daria Dowlat Bagh, Seringapatam

GPE—340

Urgent

16

6 m 1917

From D. Pandurangapanth Badami, B.A.
Supdt. of Superintendent,
Govt. Gardens,
Bangalore

To The Secretary to Govt.,
General Department
Bangalore

Dated 6 m

Despatched 8 m June 1917

Received

General No. 1091

No.

Enclosure No.

Sir,

With reference
to your G.O. No. P.W.G. 1623
dated 29th May 1917
enquiring whether I can
make the funds, necessary
for the provision of the
Establishment of the
Department, available
by re-appropriation in other
directions the grants for
1917-18, I have the hono
to state that provision
for this had also been
made in the draft of
the budget of this Dept.
submitted to Govt.
But it is seen from

from the Estimates that that provision has been omitted. Under these circumstances the only grant at the disposal of this Department for the Ordinary routine administration, is a sum of £8 15000/- provided under the head for "Improvements." Out of this, a sum of about £8 11000/- can be made available for the revision of the Establishment proposed, in which case the "Improvements" will have to be carried over till the next year.

I request the favour of your orders in the matter.

I have the honor to be

Sir,

Your most obedient Servant

[illegible]

Inspector General of Prisons

GPB—100,000—8-15

JUN 1917

1917.

SEN. SECRETARIAT
GENERAL
8 JUN 1917

From

L. Bishtopanth Badami, Esq., B. A.,

Offg. Superintendent,

Govt. Gardens, Bangalore.

To

The Secretary to Government,

General Department, Bangalore.

Dated 6th

Despatched 8th June 1917.

Received

General No.

No.

Enclosure No.

States that funds necessary for th revision of the establishments of the Dept. can be met from a sum of Rs. 15,000/- provided and sanctioned for " Improvements for 1917-18.

23/6/17
2/6

(35

G. R. S. VI—G/32]

SUBJECT.....

.....

.....

Diary No. of letter replied to ..10.16

GENERAL AND REVENUE SECRETARIAT

( )

, the *191* .

Date of issue 23.6.17

Signed by

Section 21

File No. 16

Serial No. 38

No. G 17094

To

The Offg Supdt Govt Gardens

Bangalore

Sir,

With reference to your letter No 1081 of 8.6.17 re the revision of the establishments of the Govt department, I am directed to invite your attention to GO No PL 6772-821/G.F 154-16-1 d 24.4.1917 ~~on fixed pay in lieu of progressive salaries~~ and to request that fresh proposals

P.T.O.

~~to Government~~ not ~~the grant of~~ progressive scale of pay

2/6

~~omitting the same~~ may be submitted

I have the

21/6/17

for delay to [illegible]

[illegible]

Date
20.6.17

List of enclosures.

Copied by

Examined by

W D86—GPB—60,000—15-11-16